

# KEVIN F. HALLOCK

July 2023

## ADDRESS

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Richmond, VA 23173  
804 289-8100  
president@richmond.edu

## EDUCATION

Princeton University – Ph.D. Economics, 1995  
Princeton University – M.A. Economics, 1993  
University of Massachusetts at Amherst – B.A. Economics, *Summa Cum Laude*, 1991  
Hopkins Academy, Hadley Massachusetts, Valedictorian, 1987

## CURRENT POSITIONS

President, University of Richmond (2021 – present)  
Distinguished University Professor of Economics, University of Richmond (2021 – present)  
Senior Advisor, PayStandards Inc. (2023 – present)  
Board Member, Homeward (2023 – present)  
Board Member, Venture Richmond (2022 – present)  
Board Member, Jepson Scholars Foundation (2022 – present)  
Research Associate, Labor Studies, National Bureau of Economic Research (2003 – present)  
Fellow, Stanford University Center for the Study of Poverty and Inequality (2006 – present)

## PREVIOUS POSITIONS

Dean, Cornell SC Johnson College of Business, Cornell University (2018 – 2021)  
Joseph R. Rich '80 Professor, Cornell University (2011 – 2021)  
Professor, Department of Economics, Cornell University (2011 – 2021)  
Professor, Department of Human Resource Studies, Cornell University (2007 – 2021)  
Founding Director, Institute for Compensation Studies, Cornell University (2009 – 2021)

**PREVIOUS POSITIONS (continued)**

Faculty Affiliate, Center for the Study of Inequality, Cornell University (2007 – 2021)

Faculty Fellow, Atkinson Center for a Sustainable Future, Cornell University (2012 – 2021)

Board Member, eCornell (2015 – 2021)

Chair, Steering Committee, Cornell Student Experience Initiative (2016 – 2021)

Kenneth F. Kahn '69 Dean, School of Industrial and Labor Relations, Cornell University (2015 – 2018)

Donald C. Opatrny '74 Chair of the Department of Economics, Cornell University (2012 – 2015)

Compensation Committee Member, Guthrie Health, Sayre PA (2012 – 2014)

Distinguished Principal Researcher, The Conference Board (2011 – 2014)

Chair, Department of Labor Economics, Cornell University (2010 – 2011)

Associate Chair, Department of Economics, Cornell University (2011 – 2012)

Professor, Department of Labor Economics, Cornell University (2007 – 2011)

Chair, Cornell University Financial Policy Committee (2007 – 2008)

Director of Research, Center for Advanced Human Resource Studies (2007 – 2012)

Member, Board of Directors of Society of Certified Professionals, WorldatWork (2012 – 2016)

Member, Board of Directors, WorldatWork (2009 – 2011)

Member, WorldatWork Executive Compensation Advisory Board (2007 – 2009)

Senior Fellow, Executive Compensation, Board Compensation and Board Practices, The Conference Board (2008 – 2011)

House Fellow, Carl Becker House, Cornell University (2011 – 2013)

Faculty Member, Graduate Field of Economics, Cornell University (2005 – 2021)

Faculty Member, Graduate Field of Industrial & Labor Relations, Cornell University (2006 – present)

Associate Professor of Human Resource Studies, ILR School, Cornell University (2005 – 2007)

Acting Chair, Department of Human Resource Studies, ILR School, Cornell University (Fall 2006)

**PREVIOUS POSITIONS (continued)**

Associate Professor of Economics and of Labor and Industrial Relations, University of Illinois at Urbana-Champaign (2001 – 2005)

Associate Professor of Finance, University of Illinois at Urbana-Champaign (2002 – 2005)

Co-Director, Center for Human Resource Management, University of Illinois (2004 – 2005)

Visiting Associate Professor, Institute of Government and Public Affairs, University of Illinois at Urbana-Champaign (2005)

Research Consultant, Research Department, Federal Reserve Bank of Chicago (2003 – 2005)

Visiting Assistant Professor, Department of Economics and Research Associate, Industrial Relations Section, Princeton University (1998 – 1999)

Assistant Professor of Economics and of Labor and Industrial Relations, University of Illinois at Urbana-Champaign (1995 – 2001)

**HONORS AND FELLOWSHIPS**

Fellow, National Academy of Human Resources (NAHR), elected 2013

Richard Lester Award from Princeton for “making the most original and important contribution toward understanding the problems of industrial relations, and the evolution of labor markets, for book *Pay*, 2012

John T. Dunlop Outstanding Young Scholar Award, Industrial Relations Research Association (Now Labor and Employment Relations Association), 2004

Outstanding Teaching Award (small class), University of Illinois Economics Graduate Student Association, 2001 – 2002

Faculty Teaching Excellence Award, University of Illinois Institute of Labor and Industrial Relations, 2000

Outstanding Teaching Award (small class), University of Illinois Economics Graduate Student Association, 2000 – 2001

Albert Rees Prize for Best Dissertation in Labor Economics from Princeton in the Last Six Years (awarded every two years), 1999

University of Illinois College of Commerce and Business Administration Award for Excellence in Research (first annual Assistant Professor award), 1999

University of Illinois list of teachers ranked excellent by their students, 1997, 1998, 1999, 2000, 2002

Princeton University Industrial Relations Section Fellowship, September 1991 – May 1995

**HONORS AND FELLOWSHIPS (continued)**

United States Department of Education Jacob K. Javits Fellowship, September 1991 – May 1995

Massachusetts William Field Alumni Scholar, 1991

Phi Beta Kappa, 1990

Valedictorian, Hopkins Academy, Hadley Massachusetts, 1987

Paul Brown Senior Baseball Award, Hopkins Academy, Hadley Massachusetts, 1987

Massachusetts High School State Baseball Champions, 1985. Third base, Hopkins Academy

**BOOKS**

*How We're Paid*, in preparation.

*Compensation Design: Practical Insights from the Academic World*, under contract, Cornell University Press.

*Labor Economics: Theory and Public Policy*, 14<sup>th</sup> Edition, (with Ronald G. Ehrenberg and Robert S. Smith), Routledge, 2021.

*Pay: Why People Earn What They Earn and What You Can Do Now to Make More*, Cambridge University Press September 2012.

*The Economics of Executive Compensation*, Volume II, (co-editor with Kevin J. Murphy), Edward Elgar Publishing Limited, Cheltenham, England, 1999.

*The Economics of Executive Compensation*, Volume I, (co-editor with Kevin J. Murphy), Edward Elgar Publishing Limited, Cheltenham, England, 1999.

*Economic Institutions and The Demand and Supply of Labor: The Collected Essays of Orley Ashenfelter*, Volume III, editor, Edward Elgar Publishing Limited, Cheltenham, England, 1997.

*Education, Training and Discrimination: The Collected Essays of Orley Ashenfelter*, Volume II, editor, Edward Elgar Publishing Limited, Cheltenham, England, 1997.

*Employment, Labor Union, and Wages: The Collected Essays of Orley Ashenfelter*, Volume I, editor, Edward Elgar Publishing Limited, Cheltenham, England, 1997.

*Labor Economics, Volume IV: Labor Market Discrimination, Labor Mobility and Compensating Wage Differentials*, (co-editor with Orley Ashenfelter), Edward Elgar Publishing Limited, Cheltenham, England, 1995.

*Labor Economics, Volume III: Unemployment, Trade Unions and Dispute Resolution*, (co-editor with Orley Ashenfelter), Edward Elgar Publishing Limited, Cheltenham, England, 1995.

*Labor Economics, Volume II: Employment, Wages and Education*, (co-editor with Orley Ashenfelter), Edward Elgar Publishing Limited, Cheltenham, England, 1995.

**BOOKS (continued)**

*Labor Economics, Volume I: Labor Supply and Labor Demand*, (co-editor with Orley Ashenfelter), Edward Elgar Publishing Limited, Cheltenham, England, 1995.

**PUBLISHED AND FORTHCOMING PAPERS**

“The Total Compensation Gap, Wage Gap and Benefits Gap Between Workers with and Without a Disability,” (with Xin Jin and Michael Waldman), *British Journal of Industrial Relations*, 60, 3-31, 2021.

“Gender Pay Equity Analytics: A Case Study of a Large Multinational Company,” *WorldatWork Journal*, 1Q, 29(1), 2020.

“Executive Compensation in American Unions,” (with Felice Klein), *Industrial Relations*, 55(2), 219-234, April 2016.

“Estimating Pay Gaps for Workers with Disabilities: Implications from Broadening Definitions and Datasets” (with Xin Jin and Linda Barrington), *Rehabilitation Research, Policy and Education*, 28(4), 264-290, 2014.

“Data Improvement and Labor Economics,” *Journal of Labor Economics*, 31(2), Part 2, April 2013, S1-S16.

“Adverse Selection and Incentives in an Early Retirement Incentive Program,” (with Kenneth Whelan, Ronald Ehrenberg and Ronald Seeber), *Research in Labor Economics*, Volume 36, 159-190, 2012.

“Job Loss and Effects of Firms and Workers,” (with Michael Strain and Doug Webber), in *Downsizing: Is Less Still More?*, Cary Cooper, Alankrita Pandey and James Quick eds. Cambridge University Press, 2012.

“New Data for Answering Old Questions Regarding Employee Stock Options,” (with Craig Olson), in *Labor and The New Economy*, Katharine G. Abraham, James R. Spletzer and Michael Harper, editors, National Bureau of Economic Research, 2010.

“Executive Pay and Firm Performance: Methodological Considerations and Future Directions,” (with Beth Florin and Douglas Webber), *Research in Personnel and Human Resources Management*, 2010.

“The Geography of Giving: The Effect of Corporate Headquarters on Local Charities,” (with David Card and Enrico Moretti), *Journal of Public Economics*, April 2010, 94(3), 222-234.

“CEO Pay for Performance Heterogeneity: Examples Using Quantile Regression,” (with Clayton Reck and Regina Madalozzo), *Financial Review*, February 2010, 1-19.

“Job Loss and the Fraying of the Implicit Employment Contract,” *Journal of Economic Perspectives*, 23(4), Fall 2009, 69-93.

**PUBLISHED AND FORTHCOMING PAPERS (continued)**

“The Changing Relationship Between Job Loss Announcements and Stock Prices: 1970-1999,” (with Henry Farber), *Labour Economics*, 16(1), January 2009, 1-11.

“Layoffs in Large U.S. Firms from the Perspective of Senior Management,” *Research in Personnel and Human Resources Management*, volume 25, 2006.

“Assessing the Impact of Job Loss on Workers and Firms,” (with Kristin Butcher), *Chicago Fed Letter*, Federal Reserve Bank of Chicago, April 2006.

“Mass Layoffs and Management Turnover,” (with Sherrilyn Billger), *Industrial Relations*, 44(3), July 2005.

“Bringing Together Policymakers, Researchers, and Practitioners to Discuss Job Loss,” (with Kristin Butcher), *Economic Perspectives*, Federal Reserve Bank of Chicago, 2<sup>nd</sup> Quarter, 2005.

“Does Managed Care Change the Management of Nonprofit Hospitals? Evidence from the Executive Labor Market,” (with Marianne Bertrand and Richard Arnould), *Industrial and Labor Relations Review*, 58(3), April 2005.

“Job Loss: Causes, Consequences, and Policy Responses,” (with Kristin F. Butcher), *Chicago Fed Letter*, Federal Reserve Bank of Chicago, Number 207, October 2004.

“Managerial Pay in Nonprofit and For-Profit Organizations,” in *Improving Leadership in Nonprofit Organizations*, Sarah Smith-Orr and Ron Riggio, editors, Jossey-Bass, 2004, 76-101.

“Managerial Pay and Governance in American Nonprofits,” *Industrial Relations*, 41(3), July 2002, 377-406.

“When Unions ‘Mattered’: Assessing the Impact of Strikes on Financial Markets: 1925-1937,” (with John DiNardo), *Industrial and Labor Relations Review*, 55(2), January 2002, 219-233.

“Quantile Regression,” (with Roger Koenker), *The Journal of Economic Perspectives*, 15(4), Fall 2001, 143-156.

“The Gender Gap in Top Corporate Jobs,” (with Marianne Bertrand), *Industrial and Labor Relations Review*, 55(1), October 2001, 3-21.

“Individual Heterogeneity in the Returns to Schooling: Instrumental Variables Quantile Regression using Twins Data,” (with Omar Arias and Walter Sosa), *Empirical Economics*, 26(1), March 2001, 7-40. Reprinted in *Economic Applications of Quantile Regression*, Bernd Fitzenberger, Roger Koenker, and Jose A. F. Machado, Editors, Physica-Verlag.

“Compensation in Nonprofit Organizations,” *Research in Personnel and Human Resources Management*, edited by Gerald R. Ferris, Elsevier Science, Volume 19, 2000, 243-294.

“The Timeliness of Performance Information in Determining Executive Compensation,” (with Paul Oyer), *Journal of Corporate Finance*, 5(4), December 1999, 303-321.

**PUBLISHED AND FORTHCOMING PAPERS (continued)**

“Capital Markets and Job Loss: Evidence from North America,” (with Henry Farber), *Wirtschafts Politische Blatter*, 46(6), December 1999, 573-577.

“Dual Agency: Corporate Boards with Reciprocally Interlocking Relationships,” in *Executive Compensation and Shareholder Value: Theory and Evidence*, edited by Jennifer Carpenter and David Yermack, Kluwer, 1999, 55-75.

“Changing Stock Market Response to Announcements of Job Loss: Evidence from 1970-1997,” (with Henry Farber), *Proceedings of the Industrial Relations Research Association*, May 1999, 26-34.

“Introduction,” in *The Economics of Executive Compensation*, Volume I, (edited by Kevin F. Hallock and Kevin J. Murphy), Edward Elgar Publishing Limited, Cheltenham, England, 1999, pp. ix-xxviii.

“Layoffs, Top Executive Pay, and Firm Performance,” *The American Economic Review*, 88(4), September 1998, 711-723.

“Discrimination by Gender and Disability Status: Do Worker Perceptions Match Statistical Measures?” (with Wallace Hendricks and Emer Broadbent), *Southern Economic Journal*, 65(2), October 1998, 245-263.

“Reciprocally Interlocking Boards of Directors and Executive Compensation,” *Journal of Financial and Quantitative Analysis*, 32(3), September 1997, 331-344. Reprinted in *Governance, Directors, and Boards*, Mahmoud Ezzamel, editor, Edward Elgar Publishing Limited, UK.

“Introduction,” in *Employment, Labor Unions and Wages: The Collected Essays of Orley Ashenfelter*, Volume I, Edward Elgar Publishing Limited, Cheltenham, England, ix-xxii.

“Seniority and Monopsony in the Academic Labor Market: Comment,” *The American Economic Review*, 85(3), June 1995, 654-657.

**WORKING PAPERS**

“The Wage Gap and The Total Compensation Gap by Disability Status,” (with Linda Barrington and Xin Jin), January 2020, revision requested.

“Disabilities, Occupations and Returns to Skills and Tasks,” (with Linda Barrington and Xin Jin), September 2013.

“Employees’ Choice of Method of Pay,” (with Craig Olson), February 2012.

“Senior HR Leaders in the “Top 5”: Evidence on Pay, Relative Pay, and Performance Using Data from 1,500 Firms Over a Decade,” (with Matthew Allen and John Haggerty), January 2008.

“The Value of Stock Options to Non-Executive Employees,” (with Craig Olson), March 2007.

“Are Formal Corporate News Announcements Still Newsworthy?: Evidence from 30 Years of US Data on Earnings, Splits, and Dividends” (with Farzad Mashayekhi), July 2006.

**WORKING PAPERS (continued)**

“The Gender Pay Gap for Managers in Nonprofits,” January 2002.

“Unions and the Labor Market for Managers,” (with John DiNardo, and Jorn-Steffen Pischke), August 2000.

“A Simple Empirical Model of Welfare or Work Incentives for Single Mothers,” June 1995.

**BOOK REVIEWS**

Review of *Personnel Economics in Imperfect Labour Markets*, by Pietro Garibaldi, Oxford University Press, *Journal of Economic Literature*, December 2007.

Review of *Pay Without Performance: The Unfulfilled Promise of Executive Compensation*, by Lucian Bebchuk and Jesse Fried, Harvard University Press, *Industrial and Labor Relations Review*, 59(4), July 2006, 672-674.

**OTHER WORK AT VARIOUS STAGES**

“Pay and Performance for University Presidents” (with Adam Shumway)

“The Illinois Historical Salary Census,” (with David Card)

“Estimating the Expected Cost of Employee Stock Options” (with Craig Olson)

“Job Matching and Employment Duration” (with Todd Elder)

“The Night Shift” (with Darren Lubotsky and Douglas Webber)

“Quantile Regression for Management”

**RESEARCH REPORTS**

*The 2013 U.S. Top Executive Compensation Report*, (with Judit Torok), The Conference Board, 2013.

*U.S. Salary Increase Budgets for 2014*, (with Judit Torok), The Conference Board, 2013.

*The 2012 U.S. Top Executive Compensation Report*, (with Judit Torok), The Conference Board, 2012.

*U.S. Salary Increase Budgets for 2013*, (with Judit Torok), The Conference Board, 2012.

*The 2011 U.S. Top Executive Compensation Report*, (with Judit Torok), The Conference Board, 2011.

*U.S. Salary Increase Budgets for 2012*, (with Judit Torok), The Conference Board, 2011.



**RESEARCH REPORTS (continued)**

*The 2010 U.S. Top Executive Compensation Report*, (with Judit Torok), The Conference Board, 2010.

*Top Executive Compensation in 2009*, (with Judit Torok), The Conference Board, 2010.

*Directors' Compensation and Board Practices in 2009*, (with Matteo Tonello and Judit Torok), The Conference Board, 2010.

*Top Executive Compensation 2009 – Key Findings*, (with Judit Torok), The Conference Board, December 2009.

*Top Executive Compensation in 2008*, (with Judit Torok), The Conference Board, 2008.

*Directors' Compensation and Board Practices in 2008*, (with Matteo Tonello and Judit Torok), The Conference Board, 2008.

*Top Executive Compensation 2008 – Key Findings*, (with Judit Torok), The Conference Board, December 2008.

*Directors' Compensation and Board Practices Report 2007*, (with Linda Barrington and Judit Torok), The Conference Board, 2007.

*Top Executive Compensation 2007*, (with Linda Barrington and Lisa Hunter), The Conference Board, 2007.

*2007 Report on Top Executive Compensation—Key Findings*, (with Linda Barrington and Lisa Hunter), The Conference Board, 2007.

*Layoffs, Top Executive Pay and Firm Performance*, United States Department of Labor, 1996.

**COLUMNS**

“I’m Retiring ... well, sort of,” *Workspan*, February 2015, 12-13.

“Quotas on Boards and the Gender Gap,” *Workspan*, January 2015, 12-13.

“Sabbaticals, Vacations and Productivity,” *Workspan*, December 2014, 12-13.

“Retention Pay,” *Workspan*, November 2014, 12-13.

“Paid Workers and Volunteers, Side by Side,” *Workspan*, October 2014, 12-13.

“Pay, Corporate Location and Donations to Charity,” *Workspan*, September 2014, 12-13.

“Paying to Put Out Fires,” *Workspan*, August 2014, 12-13.

“CEO Pay Over the Very Long Run,” *Workspan*, July 2014, 12-13

**COLUMNS (continued)**

- “Incentive Compensation for Ministers?,” *Workspan*, June 2014, 12-13.
- “Tipping, Technology and Lessons on Compensation Design,” *Workspan*, May 2014, 13-14.
- “What Have You Done for Me Lately?,” *Workspan*, April 2014, 13-14.
- “Pay and Time of Day,” *Workspan*, March 2014, 12-13.
- “Pay Mix and Insurance Changes,” *Workspan*, February 2014, 12-13.
- “Titles as Compensation,” *Workspan*, January 2014, 12-13.
- “The Wage Gap vs. the Total Compensation Gap,” *Workspan*, December 2013, 12-13.
- “Employee Choice Over Pay Mix,” *Workspan*, November 2013, 12-13.
- “Data Sources on Compensation and Persons with Disabilities,” *Workspan*, October 2013, 12-13.
- “CEO Pay Mix,” *Workspan*, September 2013, 12-13.
- “Compensation Research Summer Camp,” *Workspan*, August 2013, 12-13.
- “Compensation Tournaments,” *Workspan*, July 2013, 12-13.
- “CEO Pay and Layoffs,” *Workspan*, June 2013, 12-13.
- “Baseball and Thoughts on Pay Dispersion in Teams,” *Workspan*, May 2013, 12-13.
- “Pay in Nonprofits,” *Workspan*, April 2013, 12-13.
- “Valuing Employee Stock Options,” *Workspan*, March 2013, 10-11.
- “Pay and Relative Income Within Couples,” *Workspan*, February 2013, 12-13.
- “Presidential Pay,” *Workspan*, January 2013, 12-13.
- “Top Athlete Pay,” *Workspan*, December 2012, 12-13.
- “Economic Effects of the Minimum Wage,” *Workspan*, November 2012, 12-13.
- “How The Olympics Remind Us About Compensation,” *Workspan*, October 2012, 12-13.
- “CEOs Off the Clock,” *Workspan*, September 2012, 13-14.
- “Vacation as Compensation,” *Workspan*, August 2012, 13-14.
- “Paying Professors” *Workspan*, July 2012, 12-13.
- “Does Graduating in a Bad Economy Penalize Your Pay for Life?” *Workspan*, June 2012, 13-14.

**COLUMNS (continued)**

- “Governance and Executive Pay in Nonprofits?” *Workspan*, May 2012, 13-14.
- “Why Do We Tip?” *Workspan*, April 2012, 12-13.
- “Massive Kinked Bonuses,” *Workspan*, March 2012, 12-13.
- “Go Big: The Firm-Size Pay (and Pay-Mix) Effect,” *Workspan*, February 2012, 12-13.
- “Nothing Lasts Forever: A Different Way to Structure Severance,” *Workspan*, January 2012, 12-13.
- “Is There Deadweight Loss in Holiday Rewards?” *Workspan*, December 2011, 11-12.
- “Pay System Gender Neutrality,” *Workspan*, November 2011, 11-12.
- “Does More Education Cause Higher Earnings,” *Workspan*, October 2011, 12-13.
- “Say On Pay and Compensation Design,” *Workspan*, September 2011, 10-11.
- “Lessons in Pay Design from the Farm,” *Workspan*, August 2011, 11-12.
- “Linking Compensation and Job Losses During a Recession,” *Workspan*, July 2011, 12-13.
- “Does That Pay Practice Really Have Any Impact?” *Workspan*, June 2011, 12-13.
- “Pay Ratios and Inequality,” *Workspan*, May 2011, 14-16.
- “Pay Secrecy and Relative Pay,” *Workspan*, April 2011, 10-11.
- “Motivating with Efficiency Wages and Delayed Payments,” *Workspan*, March 2011, 10-11.
- “The Relationship Between Company Size and CEO Pay,” *Workspan*, February 2011, 10-11.
- “The Disconnect Between Employer Cost and Employee Value,” *Workspan*, January 2011, 10-11.

**REFEREE AND EDITORIAL SERVICE**

- (Editorial Board, *Industrial and Labor Relations Review*, 2006 – present)
- (Advisory Board, *Journal of Organizational Effectiveness: People and Performance*, 2012 – present)
- (Advisory Board, *Compensation & Benefits Review*, 2012 – 2023)
- (Associate Editor, *Labour Economics*, 2008 – present)

**REFEREE AND EDITORIAL SERVICE (continued)**

(Associate Editor, Journal of Labor Economics, 2008 – 2012)

(Associate Editor, Economics Bulletin, 2005 – July 2010)

Academy of Management Journal, Advances in the Economics of Sport, American Economic Journal: Applied Economics, American Economic Review, British Journal of Industrial Relations, Economic Theory, Eastern Economic Review, Economic Inquiry, Economic Journal, Economics Bulletin, Economics of Education Review, Economics and Politics, Economics Letters, Education and Finance Policy, Empirical Economics, Explorations in Economic History, Financial Review, Industrial and Labor Relations Review, Industrial Relations, International

Economic Review, International Journal of Manpower, International Journal of Organizational Analysis, International Migration Review, International Review of Economics and Finance, Journal of Business, Journal of Business and Economic Statistics, Journal of Corporate Finance, Journal of Human Resources, Journal of Economic Psychology, Journal of Finance, Journal of Industrial Economics, Journal of Labor Economics, Journal of Law Economics and Organization, Journal of Political Economy, Journal of Public Economics, Journal of Urban Economics, Labour Economics, The Manchester Review, Nonprofit and Voluntary Sector Quarterly, Nonprofit Management and Leadership, Quarterly Journal of Business and Economics, Quarterly Journal of Economics, Quarterly Journal of Economics and Finance, Review of Economics and Statistics

National Science Foundation, Social Science and Humanities Research Council, United States Census Bureau, Various Publishers

**GRANTS**

United States Department of Education, National Institute on Disability and Rehabilitation Research (NIDRR), Rehabilitation Research Training Center (RRTC) on Employer Practices Related to Employment Outcomes for Individuals with Disabilities (co-PI with Linda Barrington, Susanne Bruyere is PI), \$4 million, 2010 – 2015.

Compensation in Asia, (CAHRS), 2011 – 2012.

International Compensation, (CAHRS), 2010 – 2011.

Costs of Compensation versus Value to the Organization (CAHRS), 2009 – 2010.

Why Managers Fire Workers and How it Affects the Bottom Line (CAHRS), 2008 – 2009.

Managing Layoffs, Cornell Center for Human Resource Management (CAHRS), 2007 – 2008.

Stock Options, (with Craig Olson), Cornell Center for Human Resource Management (CAHRS), 2006 – 2007.

When and Why Do Firms Make Layoffs?, Alfred P. Sloan Foundation, 2001 – 2003.

The Illinois Historical Salary Study, (with David Card), University of Illinois Campus Research Board, 2003.

**GRANTS (continued)**

What Happens to Firms When Workers are Let Go?, Illinois Center for Human Resource Management, 2001 – 2002.

Stock Options for Employees in Large U.S. Firms, Illinois Center for Human Resource Management, (with Craig Olson), 2001 – 2002.

Studies in Executive Compensation, University of Illinois Campus Research Board, 2001 – 2002.

What Drives Nonprofits? Evidence from Managerial Pay, Performance, and Market Competition in Nonprofit Hospitals, National Bureau of Economic Research, (with Richard Arnould, and Marianne Bertrand), 1999 – 2000.

Computation Problems in Applied Economics, Intel Corporation, (with Lawrence DeBrock and Roger Koenker), 1998.

Determinants of Managerial Compensation in American Charities, American Compensation Association, 1997 – 1998.

Unions and Managerial Pay, American Compensation Association, (with John DiNardo and Jorn-Steffen Pischke), 1997 – 1998.

How to Make Incentive Pay Programs More Successful: Linking Sales Compensation Plans to Firm Performance, Center for Human Resource Management, University of Illinois, (with Paul Oyer), 1997 – 1998.

Executive Compensation, Firm Layoffs, and Firm Performance, United States Department of Labor, 1996.

**SEMINARS AND PRESENTATIONS**

University of Arizona, Brigham Young University, University of California at Berkeley, University of California at Santa Barbara, Case Western Reserve University, University of Chicago, Claremont-McKenna College, Cornell University, Harvard University, University of Illinois at Chicago, University of Illinois at Urbana-Champaign, Illinois State University, Kansas State University, University of Konstanz, Marquette University, Massachusetts Institute of Technology, McGill University, University of Michigan, Michigan State University, University of Missouri, New York University, Northwestern University, The Ohio State University, Princeton University, University of Pennsylvania, Indiana University – Purdue University at Indianapolis, Queen's University, University of Rochester, Stanford University, Texas A&M University, University of Wisconsin at Madison, University of Wisconsin at Milwaukee, Yale University

American Economic Association, Econometric Society, European Society of Labour Economists, Industrial Relations Research Association, Labor and Employment Relations Association, National Bureau of Economic Research, Society of Labor Economists, WorldatWork

**TEACHING**Ph.D. Students advised, department, year of degree, and initial placement (\* chair of committee):

Pablo Acosta\*, Economics, 2006, World Bank  
 Ji-Young Ahn, ILIR, Illinois, 2009, Ehwa Women's College, South Korea  
 Carole Amidon, Economics, 2002, ERS Group, Florida  
 Vic Anand, Accounting, 2013, Emory University  
 Michelle Arthur, ILIR, 2000, Purdue University  
 David Balan\*, Economics, 2000, Federal Trade Commission  
 Sherrilyn Billger\*, Economics, 2000, Union College  
 Paul Byrne, Economics, 2003, Wabash College  
 John Deke\*, Economics, 2000, Mathematica Policy Research, Princeton NJ  
 Emre Ekinci, Economics, 2012, Universidad Carlos III  
 Todd Fister\*, ILIR, 2003, Kimberly-Clark, Atlanta  
 R. Kaj Gittings, Economics, 2010, Louisiana State University  
 Lynn Gottschalk, Economics, 2005 Federal Trade Commission  
 Weishi (Grace) Gu, Economics, 2013, University of California, Santa Cruz  
 Juliana Guimaraes\*, Economics, 2001, Universidade Nova de Lisboa, Portugal  
 John Haggerty, HR Studies, 2010, Cornell University  
 Dan Hanner, Economics, 2005, Federal Trade Commission  
 Jeffrey Hemmeter, Economics, 2004, University of California, Davis  
 Jake Holwerda, HR Studies, 2014, Iowa State University  
 Xin Jin, Economics, 2014, University of South Florida  
 Kandice Kapinos, ILIR, 2007, St. Olaf College  
 David Kaplan, ILIR, 2000, James Madison University  
 GiSeung Kim, Economics, 2001, LG Economics Research Group, Korea  
 Elizabeth Kiss, Ag. Economics, 2000, Purdue University  
 Felice Klein\*, HR Studies, 2012, Michigan State University  
 Nolan Kopkin, Economics, 2013, University of Wisconsin, Milwaukee  
 Gregory Kordas, Economics, 2000, University of Pennsylvania  
 Fidan Kurtulus\*, Economics, 2007, University of Massachusetts at Amherst  
 Regina Madalozzo\*, Economics, 2002, Brazilian Institute of Capital Markets  
 Farzad Mashayekhi\*, Economics, 2003, Moody's K M V, San Francisco  
 Catherine McClean, Economics, 2012, University of Pennsylvania  
 Daniel Morillo, Economics, 2000, PanAgora Asset Management, Boston  
 Ben Ost, Economics, 2011, University of Illinois at Chicago  
 Heather Radach, Economics, 2001, Lexecon, Chicago  
 Clayton Reck\*, Economics, 2004, ERS Group, Florida  
 Eduardo Ribeiro, Economics, 1995, Universidade Federal do Rio Grande do Sul, Brazil  
 Laura Ripani\*, Economics, 2004, World Bank.  
 Patricia Simpson, ILIR, 1997, Loyola University, Chicago  
 Michael Strain\*, Economics, 2012, American Enterprise Institute  
 Adam Shumway\*, Economics, 2022, US Census Bureau  
 Mary Taber, ILIR, 1999, Skidmore College  
 Maria Tannuri, Economics, 2000, Universidade de Brasilia, Brazil  
 Rosemary Walker, Economics, 2000, Wabash College  
 Ying Wang, Economics, 2013, Analysis Group  
 Douglas Webber, Economics, 2012, Temple University  
 Leigh Wedenoja, Economics, 2017, Brown University  
 Olga Yakusheva\*, Economics, 2005, Marquette University  
 YJ Yoon, HR Studies, 2017, Texas A&M, Central Texas  
 Chen Zhao, Economics, 2012, Analysis Group

**TEACHING (continued)**Courses Taught:

PAY (Undergraduate First-Year Seminar) at Richmond and (Undergraduate) at Cornell

Managing Compensation (MILR) at Cornell

Executive Compensation (MILR) at Cornell

Job Loss (Undergraduate) at Cornell

Freshman Colloquium (Undergraduate) at Cornell

Finance for Human Resources (M.H.R.I.R.) at Illinois and (MILR) at Cornell

Labor Economics for Managers (M.H.R.I.R.) at Illinois

Managerial Economics (Masters of Science in International Finance) at Illinois

Labor Economics I (Ph.D.) at Illinois and Cornell

Labor Economics II (Ph.D.) at Illinois

Applied Econometrics (Masters of Science in Policy Economics) at Illinois

Microeconomic Principles (Undergraduate) at Illinois

Labor Problems (Undergraduate) at Illinois

Labor Economics (Undergraduate) at Illinois and Princeton

**PREVIOUS UNIVERSITY SERVICE**

2020 – 2021 (Cornell)

Dean, Cornell SC Johnson College of Business  
 Director, Institute for Compensation Studies (ICS)  
 Chair, Cornell Student Experience Initiative  
 Chair, Cornell COVID-19 Travel and Visitor Committee  
 Chair, Salesforce and CRM Oversight Committee  
 Co-Chair, Functional Review of HR at Cornell  
 Member, Cornell Commission on Mental Health  
 Member of Board of eCornell

2019 – 2020 (Cornell)

Dean, Cornell SC Johnson College of Business  
 Director, Institute for Compensation Studies (ICS)  
 Chair, Cornell Student Experience Initiative  
 Chair, External Education Review Committee  
 Co-Chair, Search Committee for Dean of Faculty of Computing and Information Science  
 Member, Search Committee for Dean and Vice Provost of Cornell Tech  
 Member, Search Committee for AVP of Student and Campus Life for Health and Wellbeing

**PREVIOUS UNIVERSITY SERVICE (continued)**

Member, Cornell Commission on Mental Health  
 Member, Provost's Committee on Administrative and Support Costs  
 Member, Corporate and Foundation Relations CRM Initiative Committee  
 Member of Board of eCornell

2018 – 2019 (Cornell)

Dean, Cornell SC Johnson College of Business (part year)  
 Kenneth F. Kahn Dean, School of Industrial and Labor Relations (part year)  
 Director, Institute for Compensation Studies (ICS)  
 Chair, Cornell Student Experience Initiative  
 Member, Cornell Mental Health Policy Group  
 Member, Provost's Committee on Administrative and Support Costs  
 Member of Board of eCornell

2017 – 2018 (Cornell)

Kenneth F. Kahn Dean, School of Industrial and Labor Relations  
 Director, Institute for Compensation Studies (ICS)  
 Chair, Cornell Student Experience Initiative  
 Member, Cornell Mental Health Policy Group  
 Member, Provost's Committee on Administrative and Support Costs  
 Member of Board of eCornell

2016 – 2017 (Cornell)

Kenneth F. Kahn Dean, School of Industrial and Labor Relations  
 Director, Institute for Compensation Studies (ICS)  
 Chair, Cornell Student Experience Initiative  
 Member, Cornell Mental Health Policy Group  
 Member, Cornell University Council on Mental Health and Welfare  
 Member, Provost's Committee on Admissions and Financial Aid  
 Member, Provost's Committee on Administrative and Support Costs  
 Member of Board of eCornell

2015 – 2016 (Cornell)

Kenneth F. Kahn Dean, School of Industrial and Labor Relations  
 Director, Institute for Compensation Studies (ICS)  
 Chair, Cornell Student Experience Initiative  
 Member, Cornell Mental Health Policy Group  
 Member, Cornell University Council on Mental Health and Welfare  
 Member, Provost's Committee on Admissions and Financial Aid  
 Member, Provost's Committee on Administrative and Support Costs  
 Member of Board of eCornell  
 Member, Dean of the Faculty Committee on Transition to Emeritus Status for Faculty

2014 – 2015 (Cornell)

Kenneth F. Kahn Dean, School of Industrial and Labor Relations  
 Donald C. Opatrny '74 Chair of the Department of Economics  
 Director, Institute for Compensation Studies (ICS)  
 Member, Provost's Resource Planning Group  
 Member, Cornell Mental Health Policy Group  
 Member, Cornell University Council on Mental Health and Welfare



**PREVIOUS UNIVERSITY SERVICE (continued)**

2013 – 2014 (Cornell)

Donald C. Opatrny '74 Chair of the Department of Economics  
Director, Institute for Compensation Studies (ICS)  
Member, ILR Advisory Council  
Member, Cornell University Council on Mental Health and Welfare

2012 – 2013 (Cornell)

Donald C. Opatrny '74 Chair of the Department of Economics  
Director, Institute for Compensation Studies (ICS)  
Member, Search Committee for the Dean of the College of Arts and Sciences  
Member, ILR Advisory Council  
Member, Department of Economics Recruiting Committee  
Member, Cornell University Council on Mental Health and Welfare

2011 – 2012 (Cornell)

Director, Institute for Compensation Studies (ICS)  
Chair, Recruiting Committee, Department of Economics  
Associate Chair, Department of Economics  
Member, ILR Advisory Council  
Director of Research and Board Member, Center for Advanced HR Studies (CAHRS)  
Member, Cornell University Council on Mental Health and Welfare

2010 – 2011 (Cornell)

Chair, Department of Labor Economics  
Director, Institute for Compensation Studies (ICS)  
Chair, Recruiting Committee, Department of Labor Economics  
Member, ILR Advisory Council  
Recruiting Committee, Department of Policy Analysis and Management  
Recruiting Committee, Department of Human Resource Studies  
Director of Research and Board Member, Center for Advanced HR Studies (CAHRS)  
Member, Cornell University Council on Mental Health and Welfare  
Member, ILR Admissions Committee

2009 – 2010 (Cornell)

Provost's Budget Model Task Force  
Campus Task Group on Student Services  
Chair, ILR Task Group on Student Services  
Member, ILR Advisory Council  
Institute for the Advancement of Economics at Cornell  
Director, Compensation Research Initiative (CRI)  
Labor Economics Recruiting Committee  
Director of Research, Center for Advanced Human Resource Studies (CAHRS)  
Center for Advanced Human Resource Studies (CAHRS) Board

2008 – 2009 (Cornell)

Cornell University Financial Policy Committee  
Member, ILR Advisory Council  
Institute for the Advancement of Economics at Cornell  
Director of Research, Center for Advanced Human Resources Studies (CAHRS)  
Undergraduate Committee, ILR School  
Center for Advanced Human Resources Studies (CAHRS) Board

**PREVIOUS UNIVERSITY SERVICE (continued)**

2007 – 2008 (Cornell)

Chair, Cornell University Financial Policies Committee  
 Economics Field Review Committee  
 Director of Research, Center for Advanced Human Resource Studies (CAHRS)  
 Review Panel for Cornell Institute for the Social Sciences  
 Center for Advanced Human Resource Studies (CAHRS) Board  
 Undergraduate Committee, ILR School

2006 – 2007 (Cornell)

Interim-Chair, Human Resource Studies Department, ILR School Cornell (Fall)  
 Cornell University Financial Policies Committee (2006 – 2009), Co-Chair (2006 - 2007)  
 Labor Economics Search Committee  
 Review Panel for Cornell Institute for the Social Sciences  
 Center for Advanced Human Resource Studies (CAHRS) Board  
 Undergraduate Committee, ILR School

2005 – 2006 (Cornell)

Campus Financial Policies Committee (Spring)  
 Committee on Faculty Recruitment and Retention in the Social Sciences  
 ILR Committee to Evaluate the Math Requirement  
 Departmental Tenure Review Committee  
 Center for Advanced Human Resource Studies (CAHRS) Board

2004 – 2005 (Illinois)

Chair, ILIR On-Campus Committee  
 ILIR Executive Committee  
 Co-Director, University of Illinois Center for Human Resource Management

2003 – 2004 (Illinois)

Chair, Economics Junior Recruiting Committee  
 Economics Advisory Committee to the Head  
 Chair, ILIR On-Campus Committee  
 University of Illinois Executive Board of Center for Human Resource Management

2002 – 2003 (Illinois) On sabbatical (fall)

ILIR Executive Committee  
 Economics Search Committee for new Head of Department  
 University of Illinois Executive Board of Center for Human Resource Management  
 Campus Admissions Committee  
 College of Business Educational Policy Committee

2001 – 2002 (Illinois)

ILIR Executive Committee  
 ILIR Ph.D. Advisory Committee  
 Economics/LIR Faculty Search Committee  
 Economics Capricious Grading Committee  
 Economics Labor Seminar  
 College of Commerce Educational Policy Committee  
 College of Commerce Teaching Advancement Board  
 Campus Admissions Committee  
 University of Illinois Executive Board of Center for Human Resource Management

**PREVIOUS UNIVERSITY SERVICE (continued)**

2000 – 2001 (Illinois)

ILIR Executive Committee  
 ILIR On-Campus Committee  
 Economics/ILIR Faculty Search Committee  
 Economics Advisory Committee to the Head

1999 – 2000 (Illinois)

ILIR Ph.D. Advisory Committee  
 ILIR Speaker-Scholars Committee  
 Economics Advisory Committee to the Head  
 Economics Graduate Admissions Committee  
 Economics Labor Seminar

1998 – 1999 (On Leave all year at Princeton)

Economics/ILIR Faculty Search Committee

1997 – 1998 (Illinois)

ILIR Speaker-Scholars Committee  
 ILIR Long Distance Learning Committee  
 ILIR Admissions and Financial Aid Committee  
 Economics Faculty Search Committee  
 Economics Labor Seminar

1996 – 1997 (Illinois)

ILIR Ph.D. Advisory Committee  
 ILIR Speaker-Scholars Committee  
 ILIR On-Campus Committee  
 ILIR Computer Classroom Committee  
 Economics Advisory Committee to the Head  
 Economics Graduate Programs Committee  
 Economics Labor Seminar

1995 – 1996 (Illinois)

ILIR On Campus Committee, Speaker-Scholars Committee, Computer Classroom Committee

**PROFESSIONAL SOCIETY SERVICE**

Member, Board of Directors of the Society of Certified Professionals, WorldatWork, 2012 – 2016

Member, Board of Directors, WorldatWork, 2009 – 2011

Board Member, WorldatWork Executive Compensation Advisory Board, 2007 – 2009

Member, Strategic Planning Committee, National Academy of Social Insurance, 2007 – 2008

Member, Awards Committee, Labor and Employment Relations Association, 2006 – 2010

## **CONFERENCE ORGANIZATION**

Emerging Scholars in Compensation Conference, Ithaca NY, May 31- June 1, 2013 (with Linda Barrington)

21<sup>st</sup> Century Human Resource Management Practices and Their Effects on Firms and Workers: ILIR Alumni Professorship Symposium, Institute of Labor & Industrial Relations, University of Illinois, November 11-12, 2005 (with Craig Olson and Kathryn Shaw)

Job Loss: Causes, Consequences, and Policy Responses, Federal Reserve Bank of Chicago, November 18-19, 2004 (with Kristin Butcher and Daniel Sullivan)